

CENTRAL INTELLIGENCE AGENCY

WASHINGTON, D.C. 20505

Mr. Arch S. Ramsay
Associate Director, Staffing Services
Office of Personnel Management
Washington, D.C. 20415

Dear Mr. Ramsay:

Recently, representatives from my Office met with Miss Tracey Spencer of OPM to discuss the steps the CIA would have to take to have its employees declared eligible for non-competitive appointment to the competitive service. They learned that achievement of this objective would be possible only through an Executive Order like the one the Civil Service Commission recommended for the same purpose in 1971. Miss Spencer also told them that OPM support for the order depended on revalidating the Commission's 1973 certification of the CIA's personnel system.

Since the meeting with Miss Spencer, my Office has completed a study of the Agency's personnel management program. The report of this study, which is attached for your use, describes a system which we believe is improved over the one certified by the Commission in its last review of our activities. In the near future, I would like to schedule oral briefings for appropriate members of your office to supplement the contents of the written study. Hopefully, the report and the briefings will permit you to certify that our system is being operated in accordance with merit principles.

one of my staff officers, may be called on the briefings.

In closing, I would like to emphasize the Agency's great interest in establishing the means to exchange personnel with the competitive service. Your interest and assistance in helping us to achieve such an arrangement will be appreciated.

Sincerely,

Harry E. Fitzwater
Director of Personnel
Policy, Planning, and Management

Attachment

25 YEAR RE-REVIEW

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